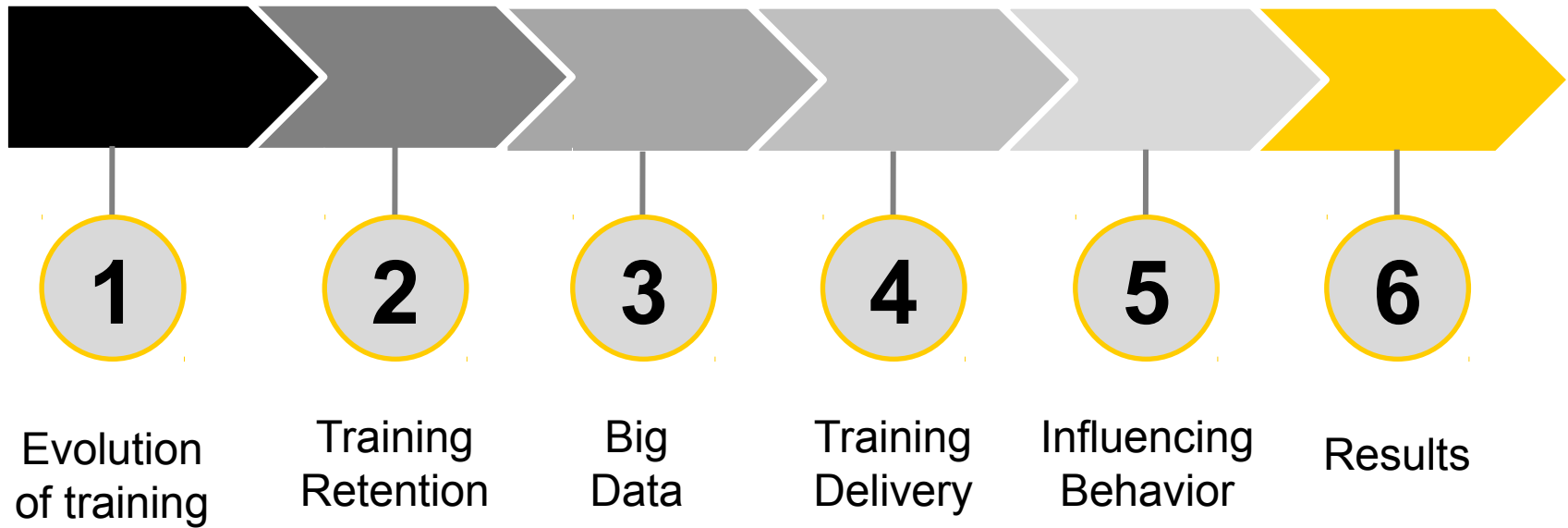




Data Based Equipment Operator Training



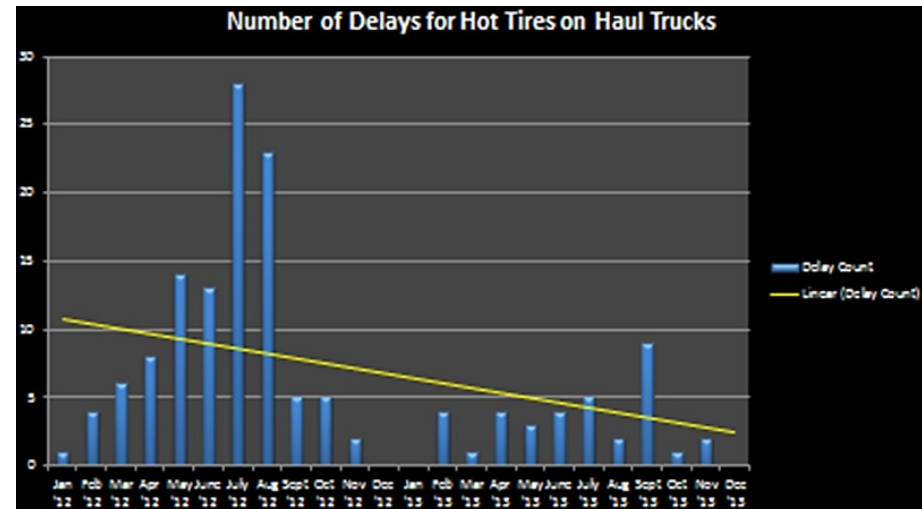
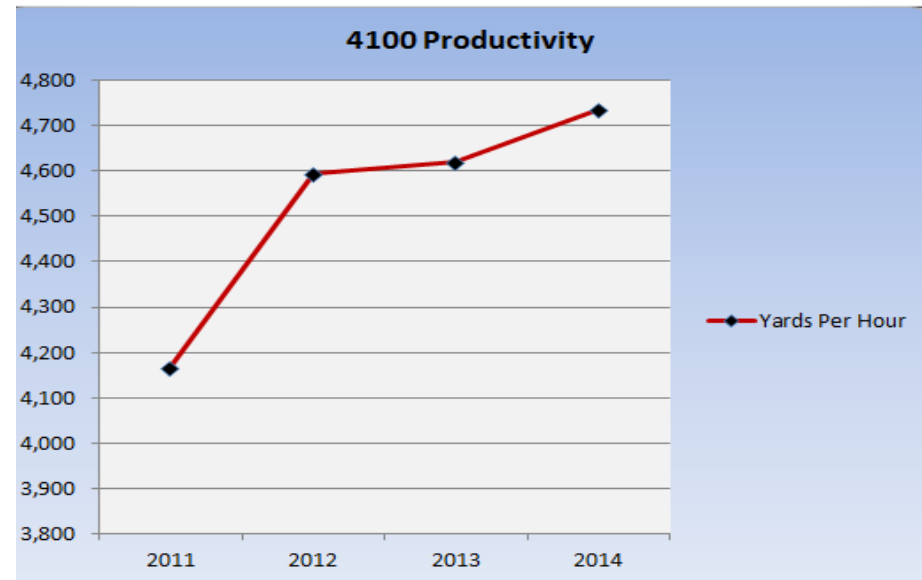
What we will cover



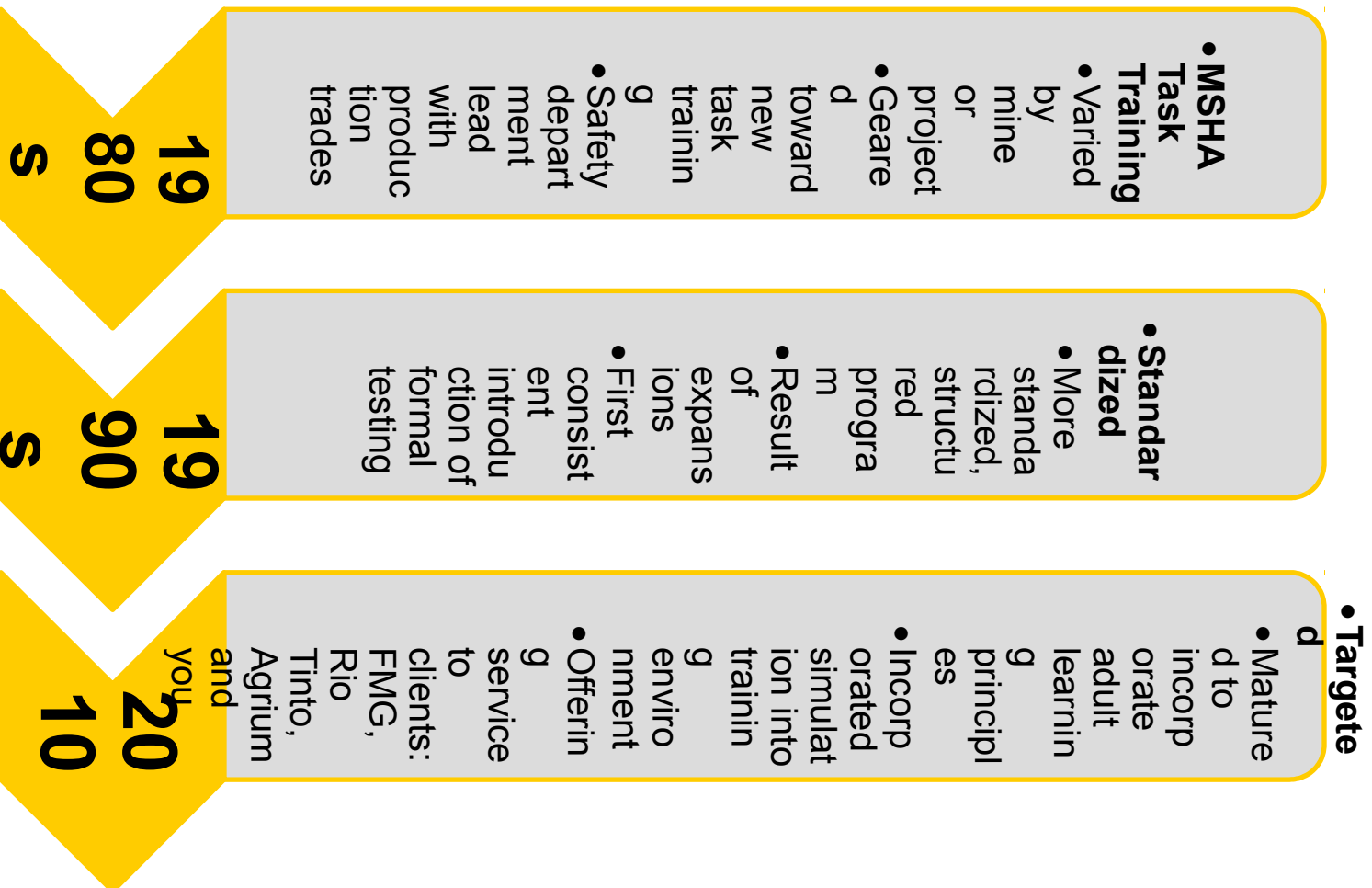
Continuous Improvement-Data Based Training

Boosting Productivity

Controlling Cost



Training Evolution



MSHA Task Training

Largely Required to ensure Training Compliance

- Accountability mostly agency focused
- Competence rather than excellence minded

Limited, Sporadic Training Opportunities

- Coal Mining stagnant throughout 1980's & 90's
- Most training was a result of retirement attrition

Inconsistent Training and Follow-up

- Peer to peer training
- Trade rotation through position

Standardized Training



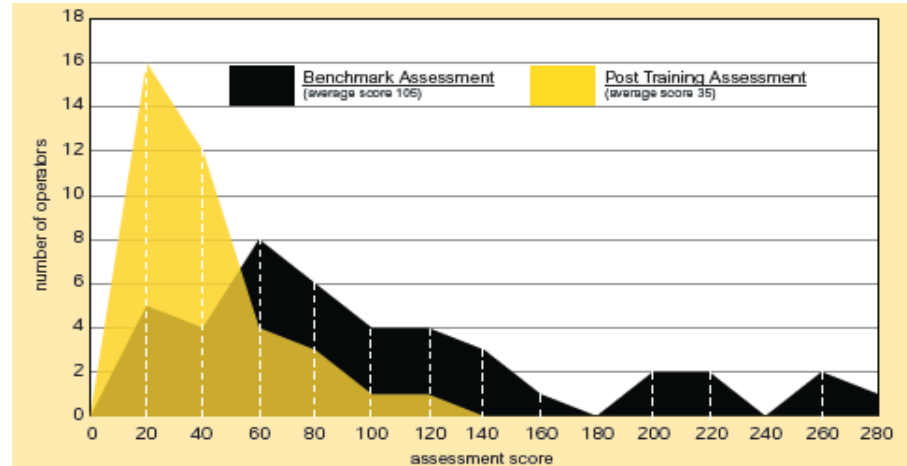
Retention Warning Signs

First I heard of it

Retraining

Acceptance of errors

Not my fault



Targeted Training

Baseline Operator Skill and Knowledge

- Development of training objectives to close gaps
- Measure and communicate improvements

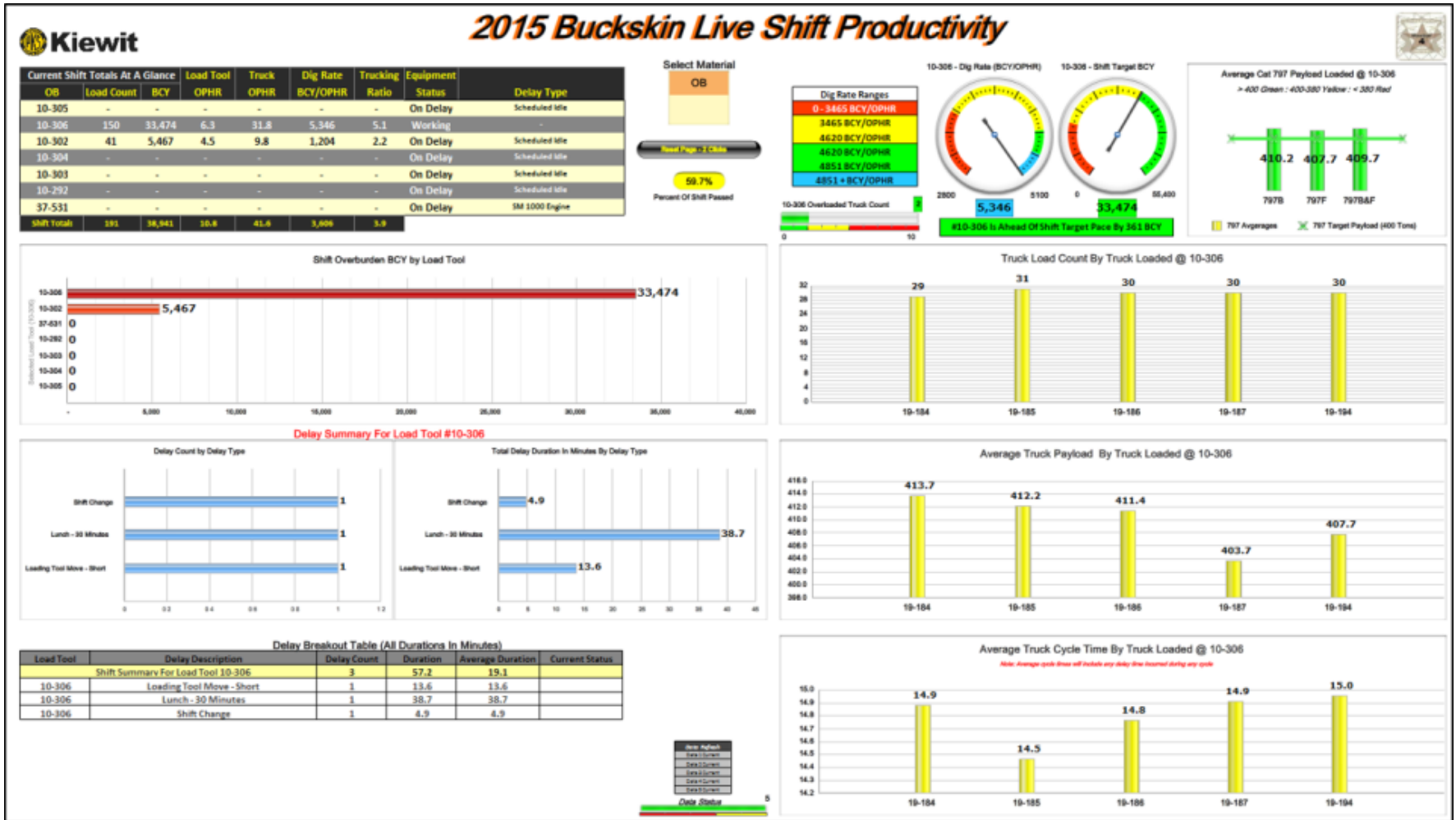
Harness Electronic Data to Develop Targeted Training

- Immersive simulator consistent and accurate
- Electronic data like VIMS tie results to people

Adult Learning – Retention Focus

- Read-Hear-Do-Say
- Chunk learning
 - Master a set of skills before moving on
 - No longer death by PowerPoint or sink-or-swim

Real Time Data



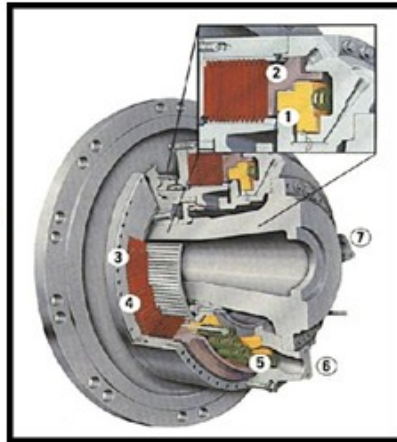
Training Delivery

E-Learning, classroom, simulator, field

BRAKING SYSTEM

SERVICE FOOT PEDAL BRAKING

- 100% braking all wheels
- Component wearing
- Abrasive
- Harsh
- High costs
- Unnecessary down time replacement

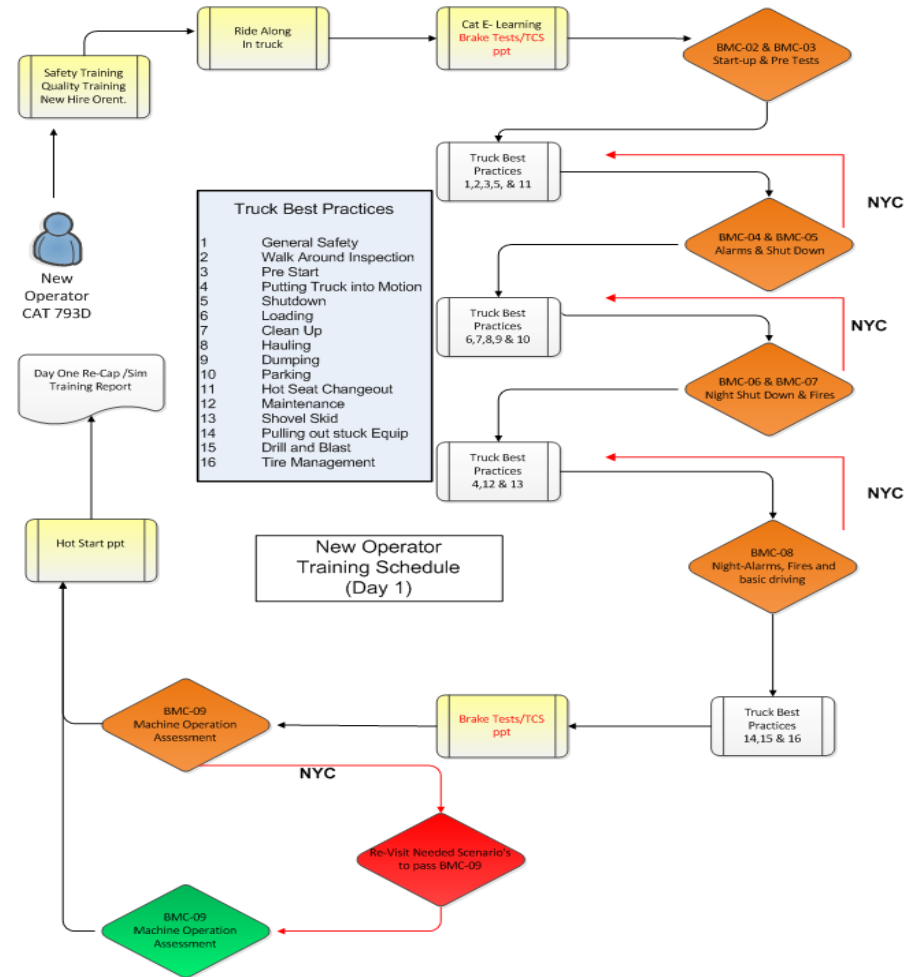


MANUAL RETARDER BRAKING

- 80% braking
- Modulating
- Controlled application
- Less aggressive
- Less costs



Targeted Training

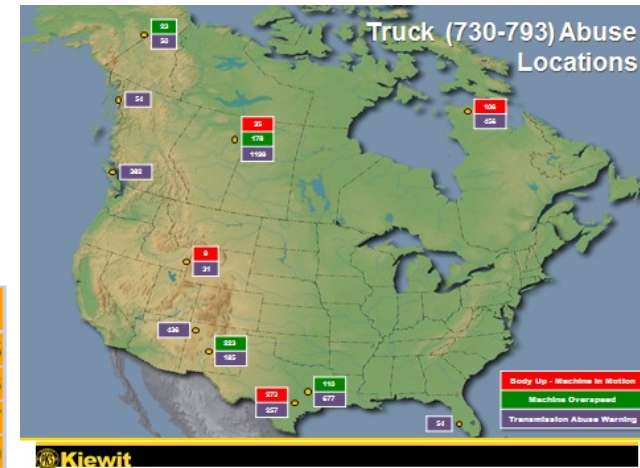


Taking Action

VIMS Health Events By Crew

Report Date / Time Span				
Shift Begin:	Day shift 01 Jan 2012	Shift End:	Night shift 31 Jan 2012	Duration: Hours
Time Begin:	Jan 1, 2012 6:00:00 AM	Time End:	Feb 1, 2012 6:00:00 AM	744:00:00

Event Definition	Level	A Crew	B Crew	C Crew	D Crew	Totals
Abusive Shift alarm	2	10	7	5	3	25
Bdy UpMach Mov alarm	2	3	0	0	0	3
Body Up alarm	2	2,490	1,361	1,322	304	5,477
Body Up;Gnd Spd alarm	2	1	1	5	2	9



Body Up alarm Totals		304
Body Up;Gnd Spd alarm Totals	Sullivan, Travis	2
Body Up;Gnd Spd alarm Totals		2
Eng Spd alarm Totals	Cudmore, Matt	2
	Guyer, Jordan	2
	Hanson, Tony	2
	Loman, Derek	2
Eng Spd alarm Totals		5
Gear Select alarm Totals	Wissler, Chad	2
	Speas, John	2
	Sullivan, Travis	2
	Thompson, Corey	2
Gear Select alarm Totals		5
Max Bias/Sec alarm Totals	Parks, Chris	2
	Sullivan, Travis	2
	Verhasselt, Darcy	2
	Arbizo, James	2
Max Bias/Sec alarm Totals		145
Max Bias/Sec alarm Totals		118
Max Bias/Sec alarm Totals		88
Max Bias/Sec alarm Totals		73

Training Contact

Date 10-9-2012

Person with Training Concern: Parraico Campbell

Equipment #: Supervisor

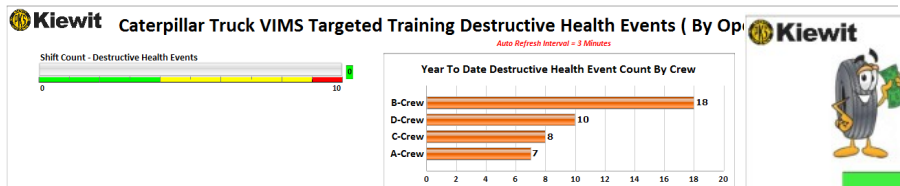
Operator with Training Need: Brandy Malishe

Equipment #: 06-1111

General Concerns: ENGINE OVERSPEED ON RTD.

EXCESSIVE OVERSPEEDS COULD LEAD TO EARLY ENGINE FAILURE.

Consequences - Soon, Certain, Positive



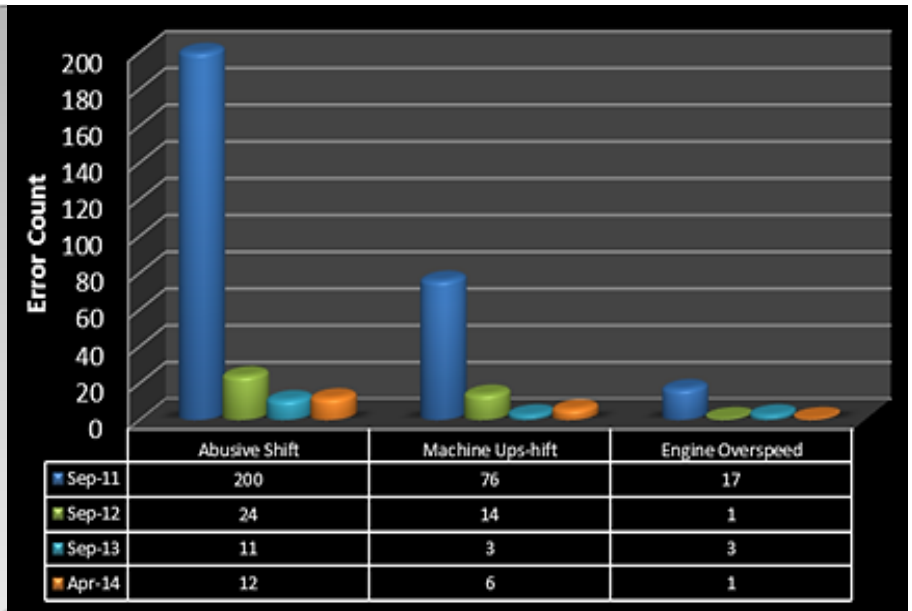
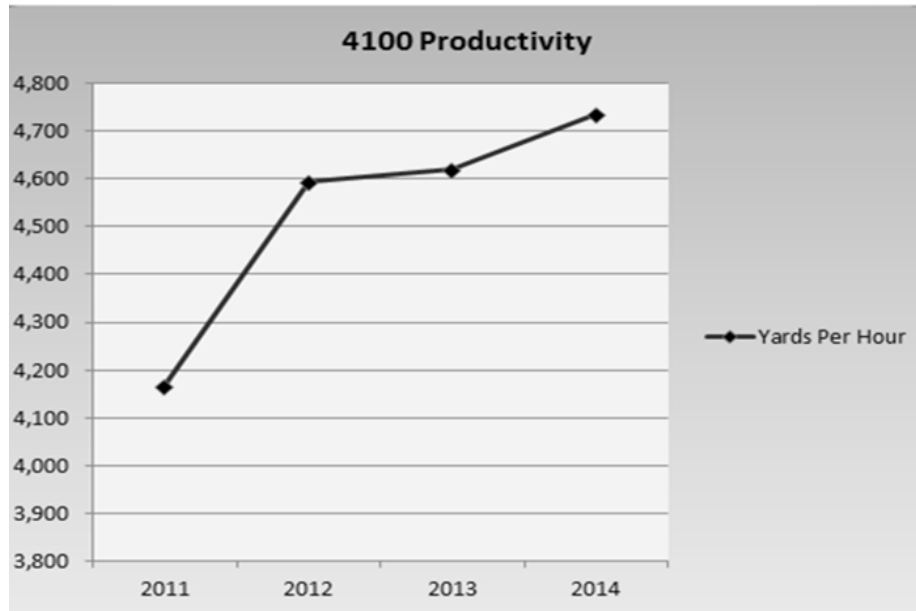
Nice Work Buckskin
Zero Destructive VIMS Health
Events This Shift



Nice Work
Buckskin:
No Tire Events
This Shift



Proven Results!



KMG Training

Iron Ore, Phosphate, Copper, Coal, Oil sands

